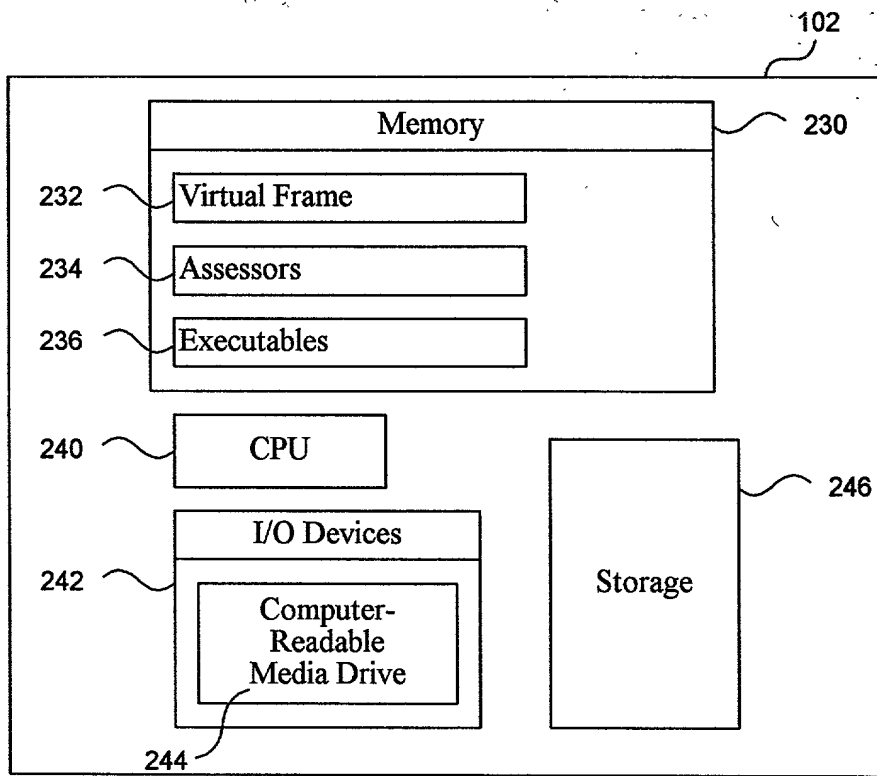


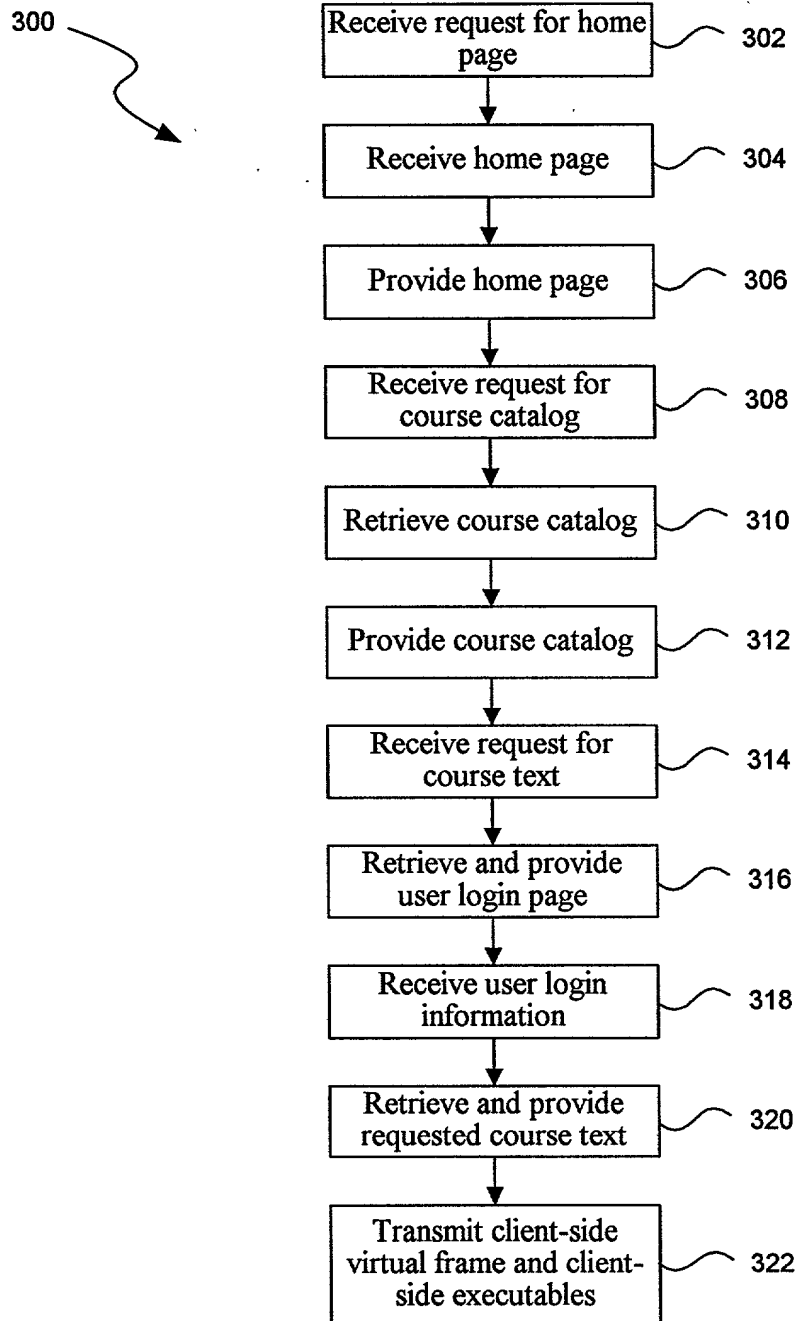
**Fig. 1**



**Fig. 2**

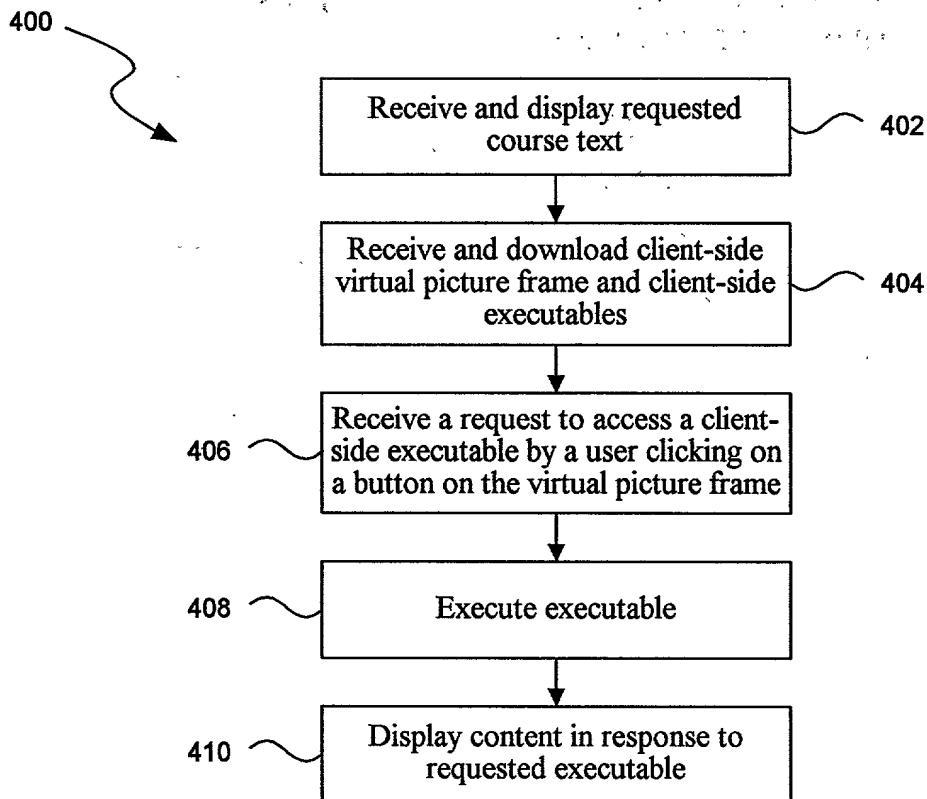


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**Fig. 3A**





**Fig. 4**



20030110-45454560



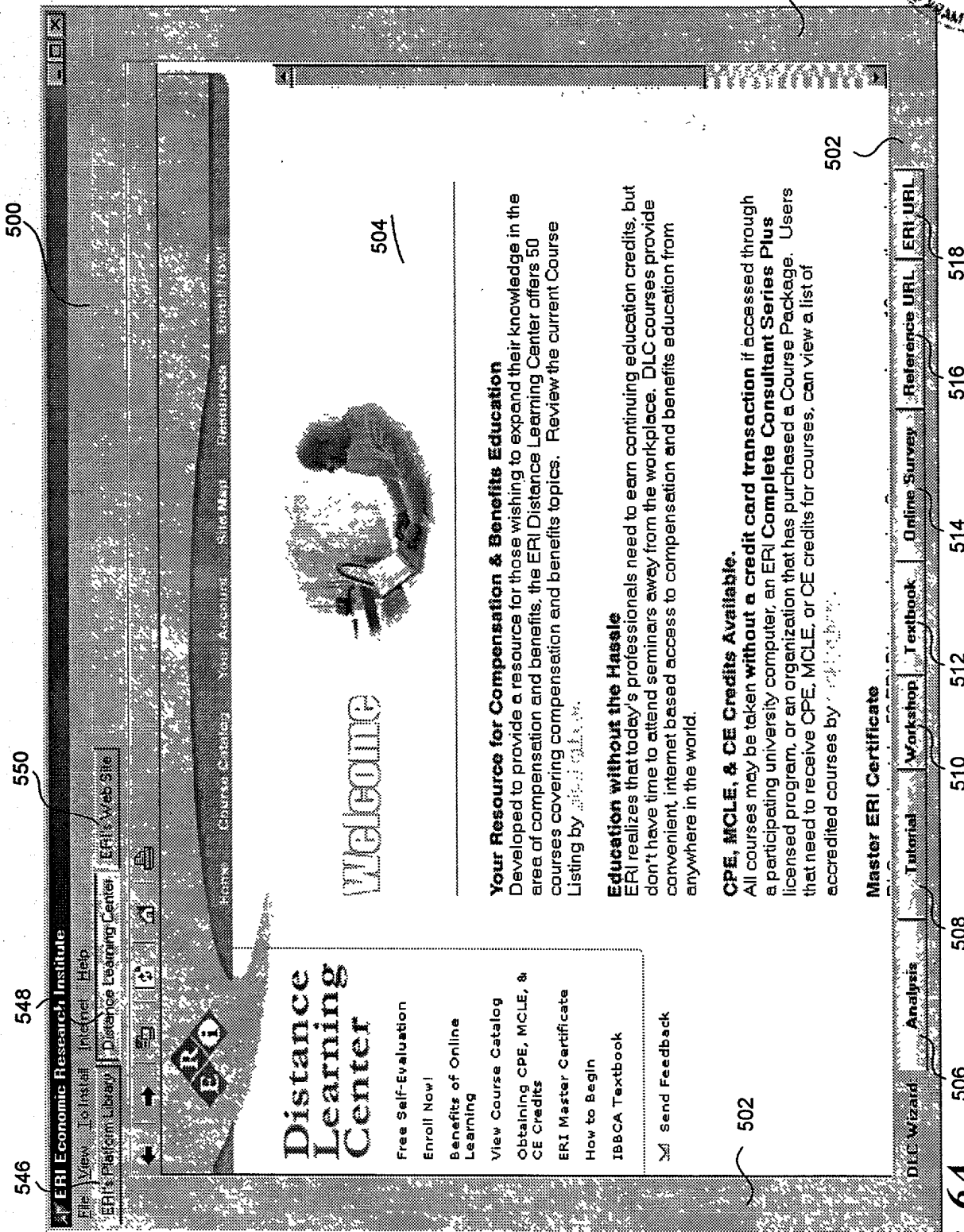


Fig. 6A





**Fig. 6B**





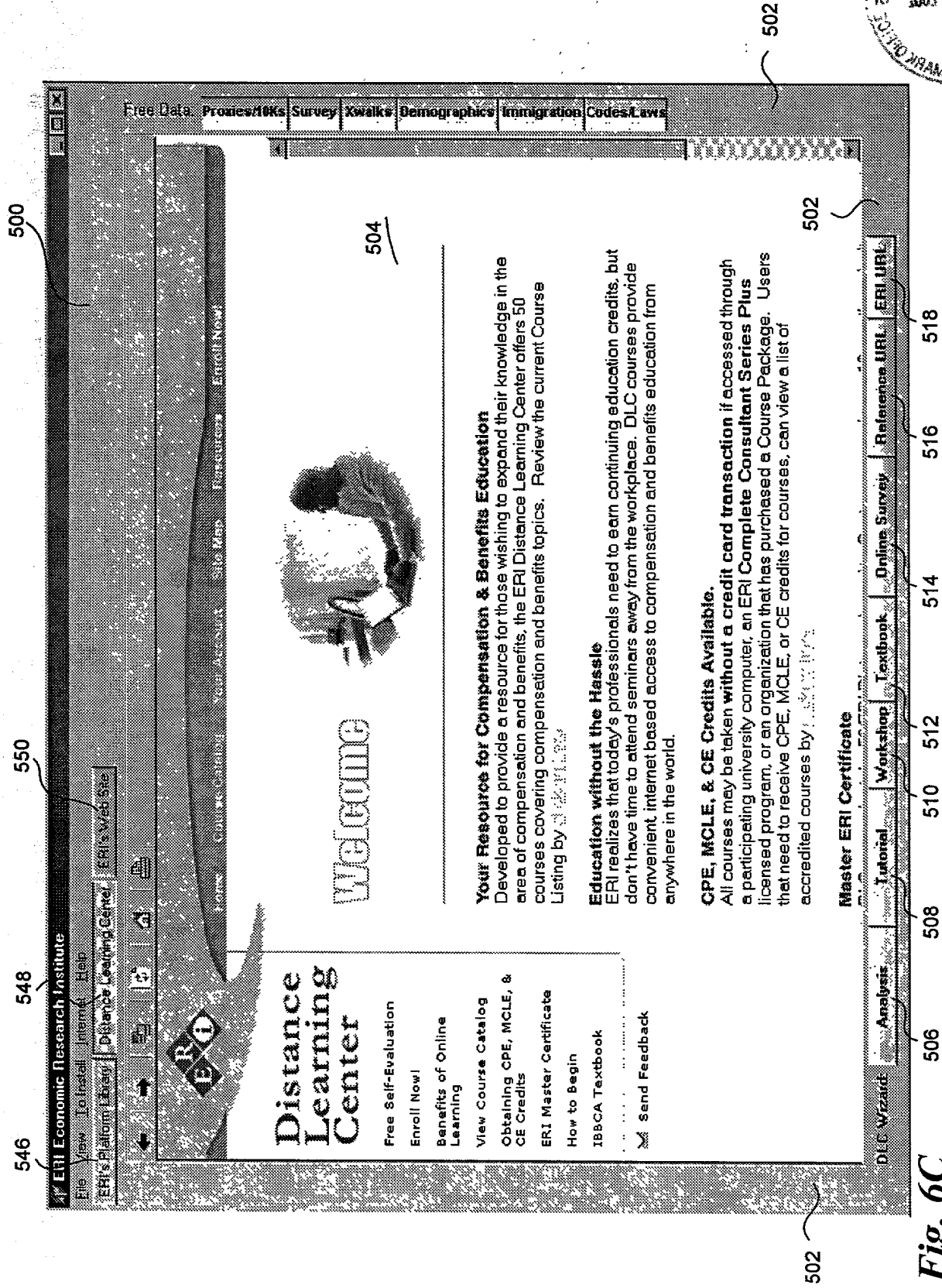


Fig. 6C



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ERI Economic Research Institute

File View Install Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

Home Course Catalog Your Account Site Map Resources Email News

# Distance Learning Center

Free Self-Evaluation  
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Obtaining CPE, MCLE, & CE Credits  
ERI Master Certificate  
How to Begin  
IBBCA Textbook

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# COURSE CATALOG

Four levels of online interactive courses are available:

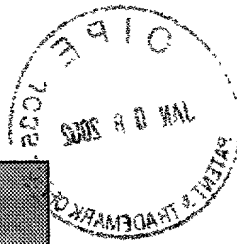
- **Overview** - for the General Employee
- **Basic** - for the College Student
- **Intermediate** - for the Compensation/Benefits Analyst or the Beginning Consultant
- **Advanced** - for the Senior Analyst or Consultant

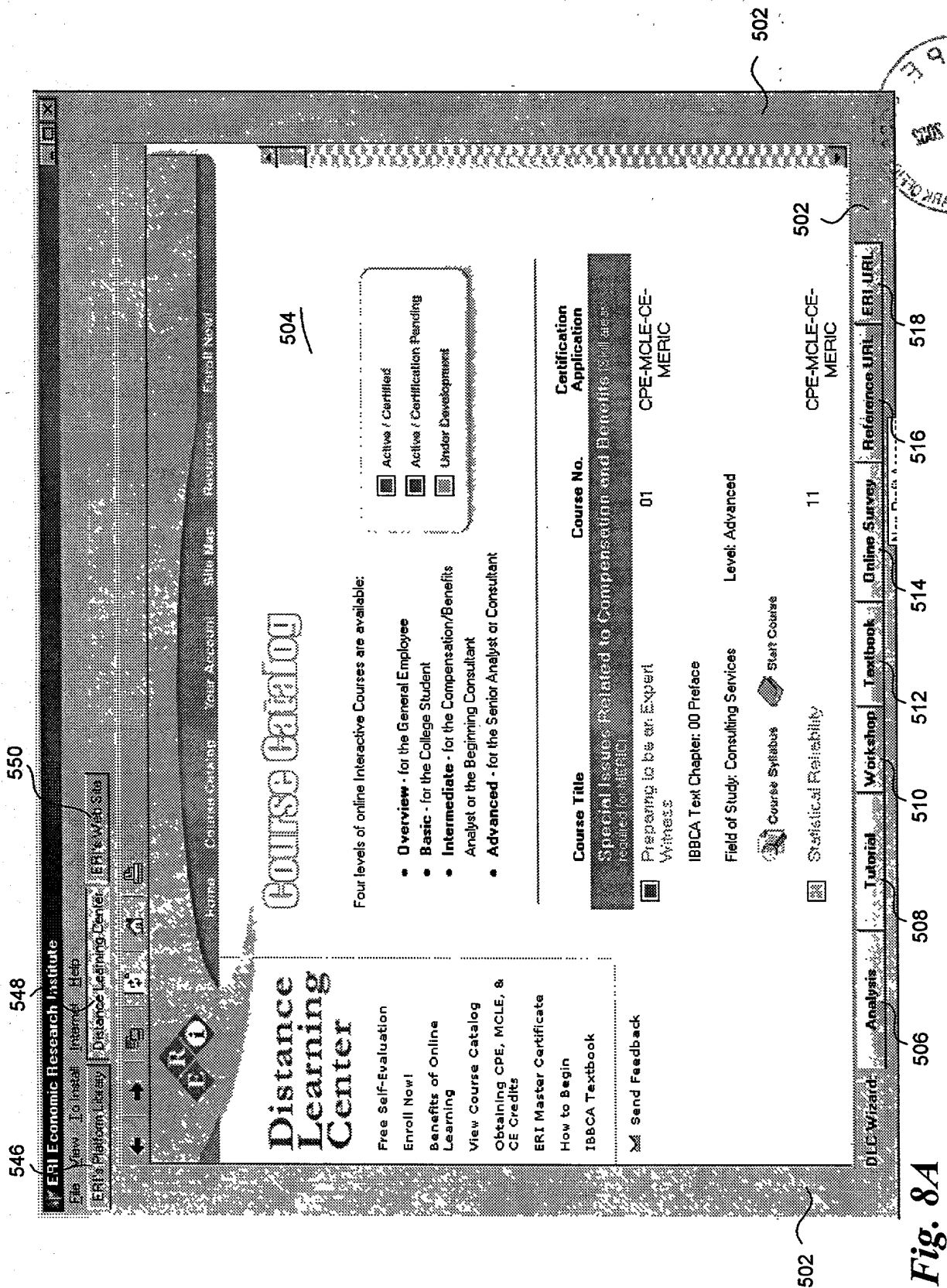
☐ Active / Certified  
☐ Active / Certification Pending  
☐ Under Development

Course Title	Course No.	Certification Application
<b>Special Issues Related to Compensation and Benefits (CIB) Series</b>		
<input type="checkbox"/> Preparing to be an Expert Witness	01	CPE-MCLE-CE-MERIC
<b>IBBCA Text Chapter: 00 Preface</b>		
Field of Study: Consulting Services		Level: Advanced
<div> <div>701</div> <div> <input type="checkbox"/> Course Syllabus                             </div> </div> <div> <div>702</div> <div> <input type="checkbox"/> Statistical Reliability                             </div> </div>	11	CPE-MCLE-CE-MERIC

DLG Wizard Analysis Tutorial Workshop Textbook Online Survey Reference URL ERI URL

Fig. 7



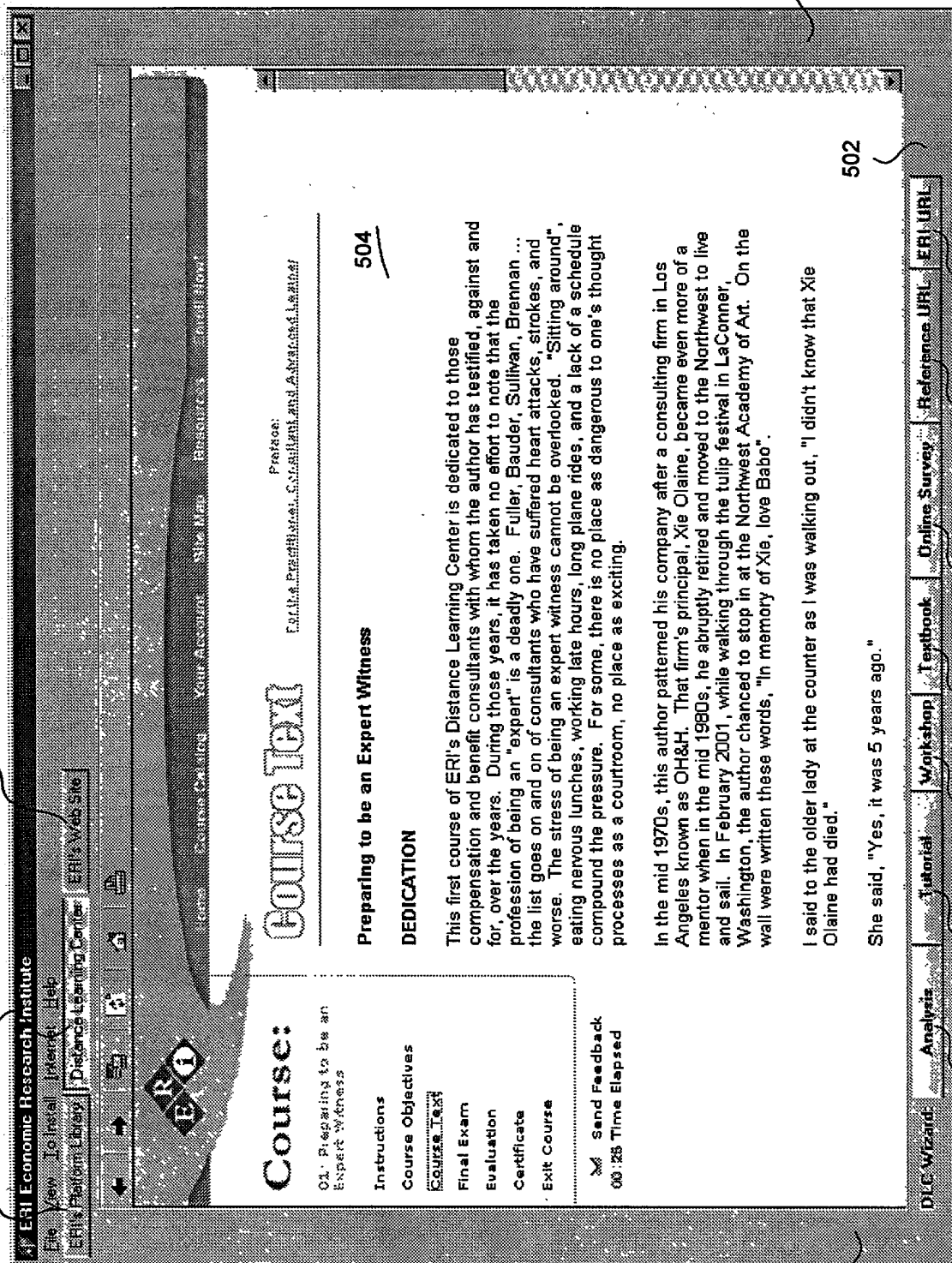




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Fig. 9



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**ERI's**  
**Platform Library**

April 2001  
AAAShowMe Company  
Demo Data

Product DesLabel  
[Image not available]

Proxies & 10-Ks

Sources & Xwalks

Non-Profit & Public

Tax Codes & Laws

Update Data

Geographic Assessor

Salary Assessor

Relocation Assessor

Comparables

Executive Compensation Assessor

Self-Study

Update Data

ERI Economic Research Institute

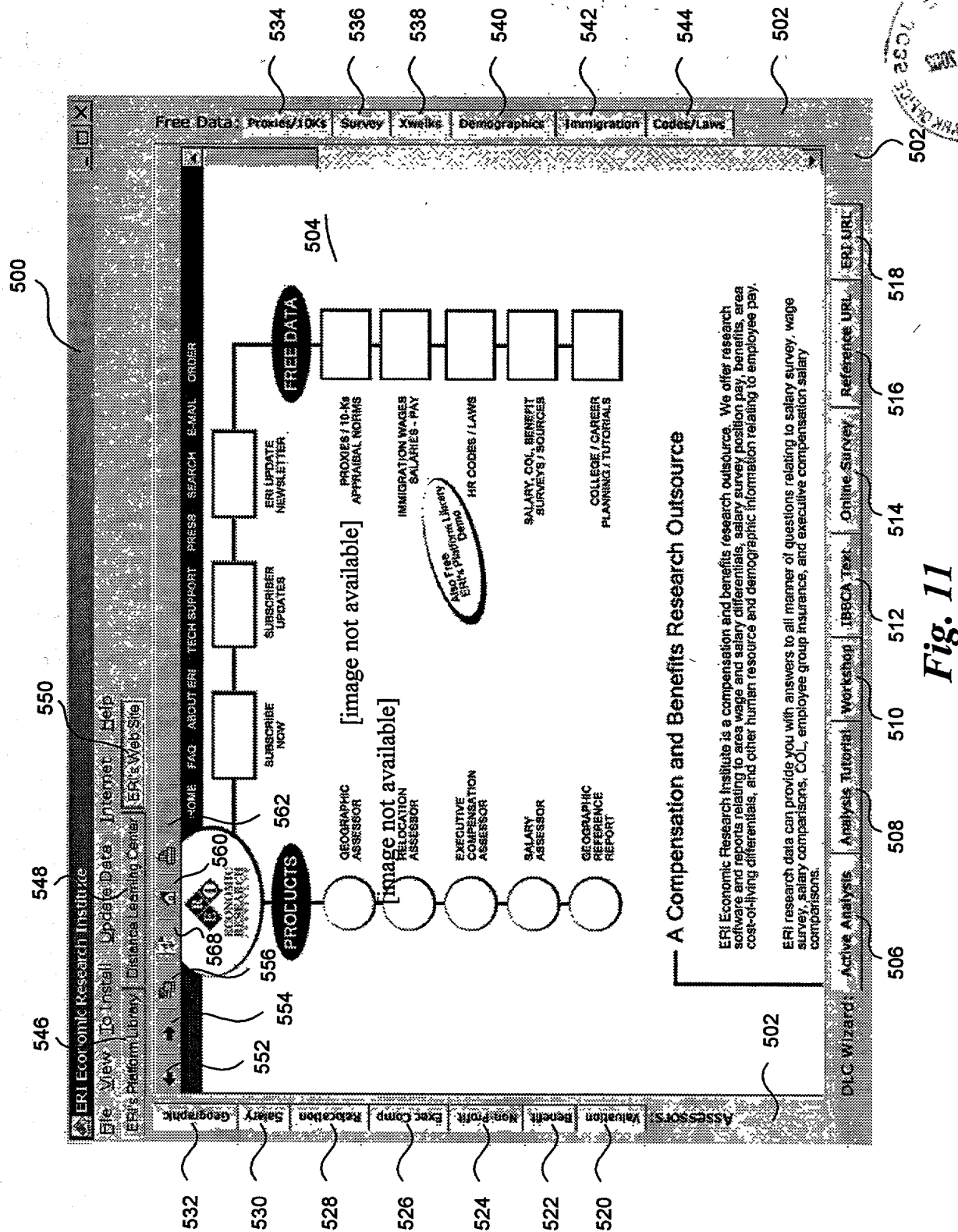
File View To Install Update Data Internet Help

ERI's Platform Library Distance Learning Center ERI's Web Site

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Fig. 10





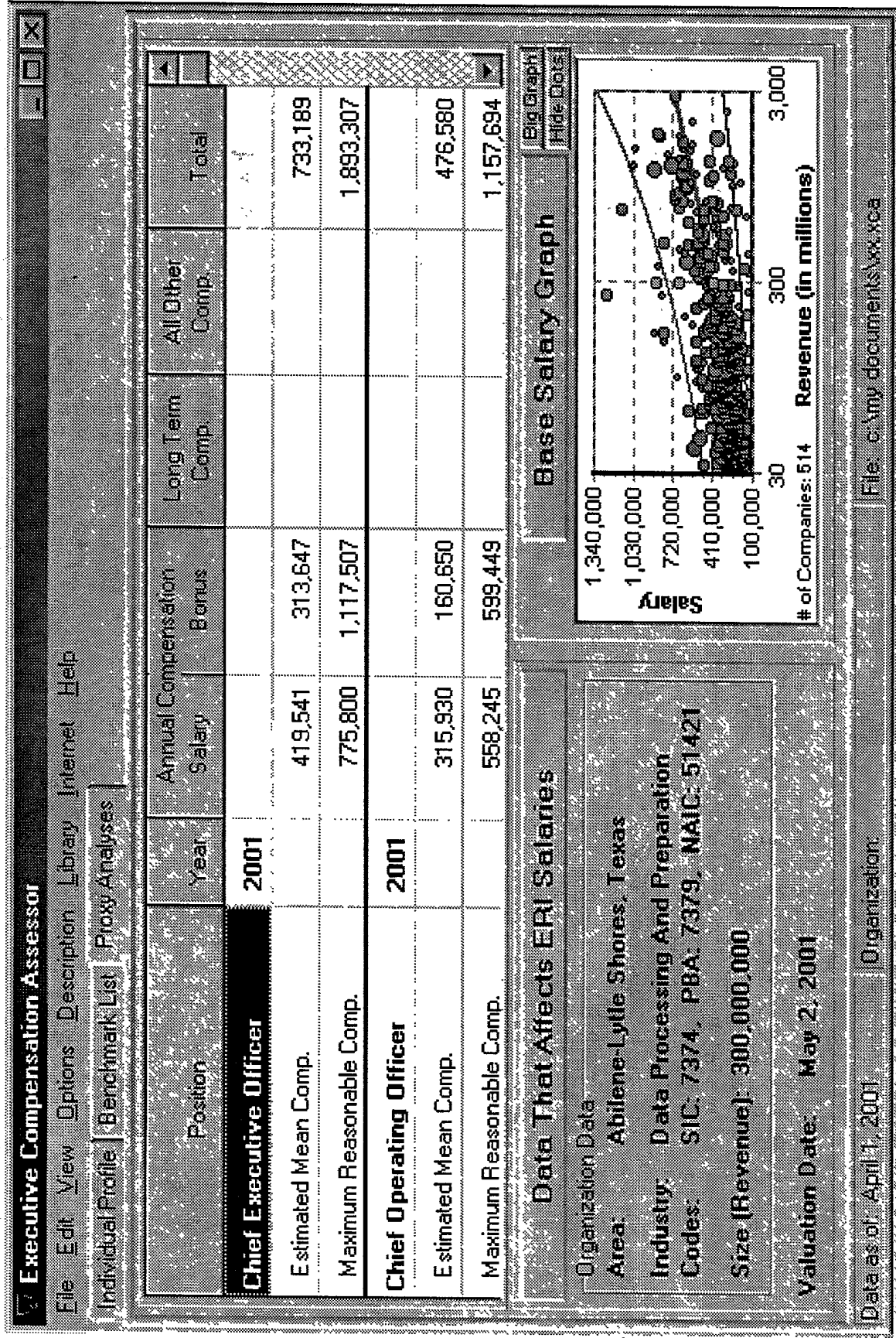
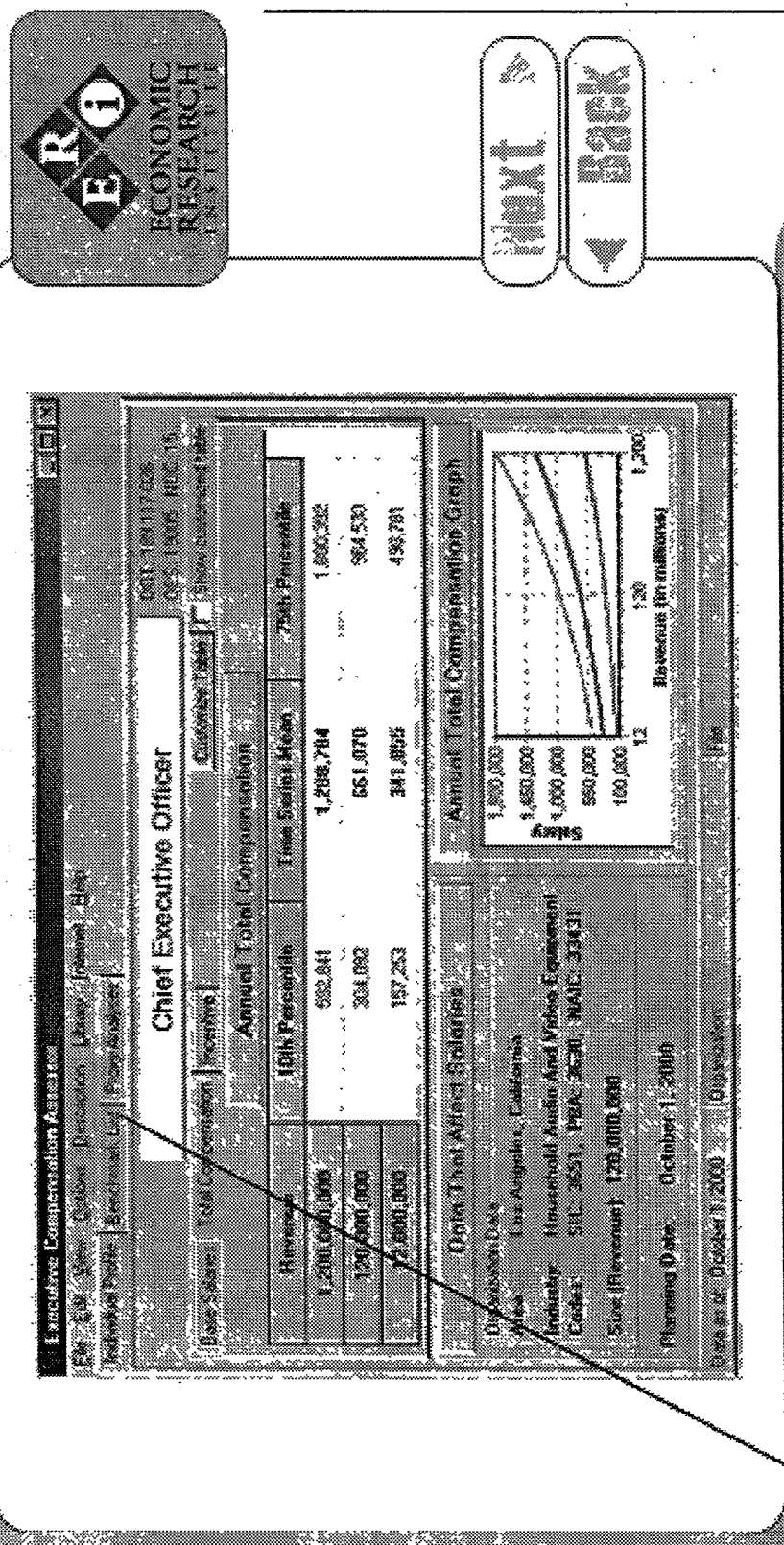


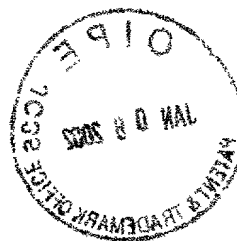
Fig. 12






From the Individual Profile screen, click the tab labeled Proxy Analyses to bring up the Proxy Analyses table.

Fig. 13





## ERI Benefit & Compensation Administration Assessor

January 2001  
ERI Example  
BEJA TEST VERSION 1.0

**Database Administration**

- Employee Human Resources Database
- On-Line Employee Benefit Claims Review
- Benefit & Compensation Plan Database

**Benefits Communications**

- On-Line Benefit Enrollment/Changes
- Employee Benefit Communications
- Frequently Asked Questions

**Planning**

- Salary Increase Budgeting/Plans
- Relocation Labor Cost Modeling
- Incentive and Gain Sharing Plans

**Compliance**

- Employee Benefit 5500 Reporting
- Benefit Plan Discrimination Testing
- Human Resource Codes/Laws

### Welcome!

For the last several years, ERI has experimented with Internet-based benefits communications ([BenefitsReview.com](#)) and on-line U.S. and Canadian Benefits Surveys ([SalariesReview.com](#)). The Benefit & Compensation Administration Assessor is designed to combine the power of these Internet applications and other on-line benefit providers like Aetna and iBenefits, with software applications specifically designed to meet the needs of the Human Resources Administrator.

**Please click on a module at left to view more information.**

To download and install the latest beta-test version of the Benefit & Compensation Administration Assessor please visit [www.eri.com/Subscriber%20Updates/updates.htm](#).

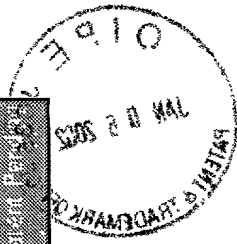
[BenefitsReview.com](#)

[Your HR Intranet Site](#)

[Benefit Assessor \(BOS\)](#)

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Fig. 14



546 548 550

The screenshot shows a web browser window with the address bar displaying "http://www.eri.org". The page title is "ERI Economic Research Institute". The navigation menu includes links for "Home", "About ERI", "ERI's Web Site", "ERI's Publications", "ERI's Research", "ERI's Services", "ERI's Contact", "ERI's Privacy Policy", "ERI's Terms of Use", "ERI's Disclaimer", "ERI's Copyright", "ERI's Trademark", "ERI's Patent", "ERI's License", "ERI's Agreement", "ERI's Consent", "ERI's Assent", "ERI's Approval", "ERI's Authorization", "ERI's Permission", "ERI's Consent", "ERI's Assent", "ERI's Approval", "ERI's Authorization", "ERI's Permission".

**Plan (76)**

- Chapter 12: Compensation of Sales and Professional Employees
  - \* Interactive Course: Creating a Per Diem Allowance Program (76)
- Chapter 13: Managerial and Executive Compensation
  - \* Interactive Course: Maximum Reasonable Compensation (42) Black-Scholes Valuations (22) Accumulated Earnings and Deferred Compensation (42)
- Chapter 24: International Remuneration
  - \* Interactive Course: Local and Third Country National Compensation (34) Determining an Expatriate's Compensation (32)

**Managerial and Executive Compensation**

Managerial employees represent the most common group to be identified as requiring special compensation programs. This group easily meets the requirements discussed in the last chapter for special consideration in regards to compensation. Managers are a small part of the total number of employees in any organization but represent a disproportionately high percentage of total wage costs. They are a group of vital importance to the operation of the organization, and it is important to attempt to individualize compensation for each manager, particularly each executive. It is possible to develop measures of individual performance such that incentives are appropriate and desirable, since it is of utmost importance that managers associate themselves with organizational success.

Within the management group (for our definition) exists the "executive group". Common to many position naming systems, these positions carry the lead title "Top", or Vice President (except in financial institutions), "Chief" or other nomenclature which differentiates their position within an organization hierarchy. In many international locations and within smaller to medium sized North American firms the terms managers and executives are interchangeable. This is not the case for large U.S. publicly traded corporations and it is clearly not the case for the compensation levels and practices paid and used. "Executive compensation" is a subject on to its own, although we concurrently cover it in this chapter.

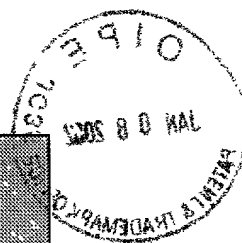
**MANAGERIAL COMPENSATION**

Managers are probably the most important group for which special compensation programs are established. The importance of the management job demands that special consideration be given to this group. Managerial compensation plans are also a very sensitive subject. It is, after all, the managers who make the compensation decisions in organizations, so any special plans need to be clearly delineated so there

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Fig. 15



SalariesReview.com - Compensation and Benefits Data - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Refresh Home Search Favorites History Mail Print Edit Groups Databases

Address http://www.salariesreview.com/surveys/national\_pay.cfm?cfid=645902&ctoken=45987328&id=1&dede&list=T

Our Story | Surveys | Decision Map | Shopping Cart | Feedback

**SalariesReview.com** The Business of Pay Information

**Economic Research Institute**

**U.S./Canada Wage & Salary Report**

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price ..... US \$18.00

Enter a postal code now to jump to Step 4!  
Example Report Methodology

Select your area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country

Step 2. State/Province

Step 3. City in Survey Area

Step 4. Position    
(3,248 available titles.)

**Description - No Position Selected**  
Alternate Titles

**Available Surveys**

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefits

International Remuneration

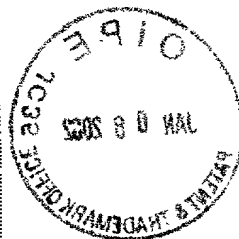
International Cost-of-Living

College Graduate Offer

CPAs click here!

Affinity Program Provider

Fig. 16



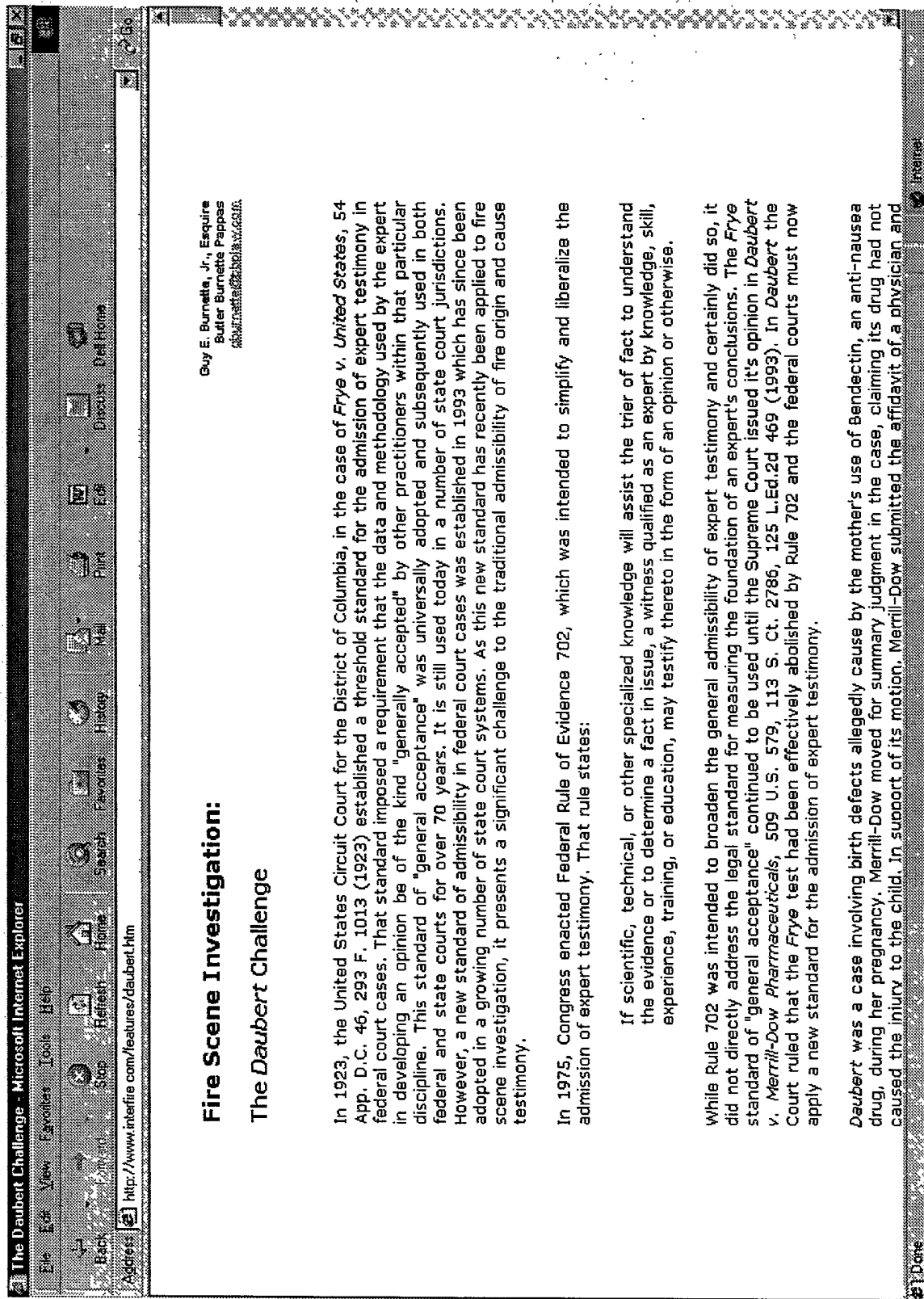


Fig. 17



**Human Resources Codes and Laws - Microsoft Internet Explorer**

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Discuss Del Home

Address http://www.eiref.com/codes/

**Economic Research Institute**

HOME FAQ ABOUT ERI TECH SUPPORT PRESS SEARCH E-MAIL ORDER

## Human Resource Codes & Laws

as the Citizenship and Immigration Canada's web site  
http://www.cic.gc.ca/english/about/faq/ask%2D16e.html. These two federal departments are responsible for this policy. The former is responsible for the validation of the offer of employment; the latter is responsible for the employment authorization.

**MANITOBA - REMUNERATION**  
**www.SalariesReview.com™** is a recommended source for U.S./Canadian wages & salaries (covering 3,000 positions).

**MANITOBA - TERMINATION & SEVERANCE PAY**  
**Notice of Termination by Employer:** 1 pay period.

**Vacation Pay Upon Termination:** 4% of annual earnings; 6% after 5 years.  
(Manitoba Labour Standards)

**Payment Required:** Within 5 days of termination.

**MANITOBA - UNEMPLOYMENT TAX**  
See Canadian Federal Unemployment Insurance

**MANITOBA - VACATION PAY**  
2 weeks; after 5 years, 3 weeks.  
(Manitoba Labour Standards)

**MANITOBA - VOTING TIME OFF**

termination

Search

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**Fig. 18**